

Editorial
Stay Healthy, Stay Safe

BIPARTITE SIGNED

It is an historic event for the Confederation when it concluded the bipartite negotiations and signed an agreement with the IBA on 11/11/2020 for providing revised salary scales with effect from 1.11.2017. It was a long and contentious journey of over 3 years for arriving at a satisfactory conclusion of bipartite negotiations. The journey was no doubt a laborious one but the results have been very satisfactory for the entire bank officers' fraternity in the country. It is interesting to note that the Charter of Demands was prepared and submitted just before the expiry of the 10th bipartite settlement on 31st October 2017 with the active involvement of all the 4 Officers' organizations. Unfortunately, the IBA took its own sweet time to commence the negotiations in all seriousness. There were diversions in the middle of negotiations. The IBA created a sub-committee for the purpose of negotiations on the salary scales and which met on several occasions and had to compel the IBA to accept the demand of the UFBU for providing increase of 15% though IBA started very negatively offering just 2% in the initial stage and several rounds of discussions were wasted on account of the rigid stand taken by IBA.

We had lot of interruptions due to various developments in the banking industry. The major one was the attack of COVID 19 which crippled the entire economic activities including the functioning of the banks all over the country. To mitigate the hardship due to the delay in the conclusion of our bipartite negotiations, the

IBA at the instance of the Government released an ad hoc payment to all our members. There was a lost minute delay due to the change in guard at the IBA office due to the superannuation of Shri.Rajanish Kumar, the Chairman of State Bank of India and IBA. However, our members stood up to the occasion and responded to the call the government in ensuring the uninterrupted service in the banks all over the country. Despite of all these hurdles and difficulties we have overcome all those situations, and it is now a happy time for our members across the country to celebrate and receive their legitimate dues from the banks once the directions are received from the Government/IBA by all the Managements.

There are other issues which will be taken up in an ongoing manner which includes the issues related to the superannuation benefits. The IBA and the Government have given hopes that these issues will be resolved amicably in a time bound program so that the Pensioners and Family Pensioners who are awaiting for these developments since a long time will be happy. We are confident that the rank and file across the country will appreciate the efforts of the leadership of the Confederation in ensuring a fair and equitable salary structures for the Officers fraternity in the banking industry. We are grateful to all our members for their patience and perseverance in ensuring a good settlement after all efforts from the Confederation. Let us move forward and consolidate our movement further in due course. ■

WAGE REVISION OF OFFICERS' SUCCESSFULLY COMPLETED ON 11TH NOVEMBER, 2020

Text of AIBOC Circular No.2020/68 dated 12/11/2020, reproduce text of the joint circular issued by four officers' organisations -AIBOC, AIBOA, INBOC, NOBO dated 11.11.2020.

In pursuance to the communication received from IBA, our four organisations participated in the discussion on 9th of this month to complete the inconclusive exercise of 17th October'20 discussion. The Chairman of the Core Group for officers Shri Alok Chaudhary, DMD, SBI along with Shri Gopal Murli Bhagat, Deputy CEO, IBA and Shri S.K.Kakkar, Sr.Adviser, HR & IR, IBA participated in the discussion.

2. We are happy to inform that after prolonged discussions and protracted negotiation on various financial and non-financial issues, the long-awaited settlement has been reached between IBA and all constituents of UFBU for all scales of officers. We have today inked the 8th Joint Note at a glittering ceremony in Mumbai. The highlights and salient features of the settlement with the officers' organisations are as under:

The new Basic Pay was arrived at after merging 47.8% of DA i.e. at 6352 points and a loading of 2.5% thereon, thus the new pay structure is ₹ 36000/- to ₹129000/- covering all the seven scales, with effect from 01.11.2017.

1. The revised DA as of 01.11.2017 will be 0.07% for every 4 points of DA rise in the quarterly index.

2. The Special Allowance carrying the applicable DA thereon with effect from 01.11.2017 is as under:

- | | | |
|----|---------------------|----------|
| a. | Scale 1 to Scale 3 | : 16.40% |
| b. | Scale 4 and Scale 5 | : 19.00% |
| c. | Scale 6 and Scale 7 | : 20.00% |

The HRA at 9%, 8% and 7% remains unchanged.

3. The CCA in higher area is ₹1400/- and ₹ 1150/- for lower centres.

4. The newly introduced Locational Allowance for Non CCA centres of ₹ 700/- per month with effect from 01.11.2017.

5. Learning Allowance, a new feature has been introduced with effect from 01.11.2017 at the rate of ₹ 600/- per month with applicable DA thereon for all officers.

7. Introduction of one additional Stagnation increment from Scale 1 to Scale 4 w.e.f. 01.11.2017 and for the first time in the industry, Scale 5 officers will get one stagnation increment with effect from 01.11.2020. The periodicity of such stagnation increment will be two years.

8. The periodicity of all existing stagnation increments will be now of two years notionally w.e.f. 01.11.2017 for the purpose of superannuation benefits. All accumulated increments during this period shall be released with effect from 01.11.2020.

9. For the first time in Departmental Inquiry, Defence Assistant shall be entitled for Boarding and lodging expenses.

10. All other allowances were substantially improved upon based on the past practices adopted in each wage revision exercise.

11. Certain visible improvements in the Leave rules are brought in.

12. The Non-financial issues like Five-day week, Updation of Pension in the wake of the recent announcement made by the Hon'ble FM for the seniors, Grid holidays, D & A regulations, Introduction of North East Allowance for all officers etc., were taken up for discussion for logical conclusion.

Comrades, the united approach of the officers' organisations have produced the desired result to benefit 378783 officers in our industry. Collective and consensus approach were the stepping stone for conclusion of the 8th Joint Note. As the days ahead are challenging and also going to be far reaching consequences in protection of our jobs and rights achieved over a period of time, the need of the hour is the unity of the workforce to counter the attack on Public Sector and the organised trade

SUCCESS AWAITS AT THE DOOR WHERE DILIGENCE IS

union movement. Comrades, the challenges started with fractured mandate and a meagre offer of 2 % hike. Due to your unstinted support and sustained struggle, we have achieved this settlement for officers of all scales (I to VII).

We congratulate all our affiliates, units and all the members for being resolute during this struggle. We, thus dedicate the achievement to our members across the fraternity. ■
Our Unity Zindabad.

EXTRACT OF IBA JOINT NOTE DATED NOVEMBER 11TH,2020

1. Scales of Pay

SALARY SCALES							
Scale – I	36000	1490 7	46430	1740 2	49910	1990 7	63840
Scale – II	48170	1740 1	49910	1990 10	69810		
Scale – III	63840	1990 5	73790	2220 2	78230		
Scale – IV	76010	2220 4	84890	2500 2	89890		
Scale – V	89890	2500 2	94890	2730 2	100350		
Scale – VI	104240	2970 4	116120				
Scale - VII	116120	3220 4	129000				

Fitment: Fitment shall be stage-to-stage, i.e. on corresponding stages from 1st stage onwards and the increments shall fall on the anniversary date as usual.

2. Stagnation Increments

- a) Officers in JM Grade Scale I who have moved to scale of pay for MMG Scale II in terms of Regulation 5 (b) after reaching maximum of the higher scale are presently eligible for four stagnation increments. With effect from 1st November, 2017, these officers will be eligible for five stagnation increments. The first four stagnation increments will be released after every two completed years of service, of which first two shall be ₹ 1990/- each and next two shall be ₹ 2220/- each, The fifth stagnation increment of ₹ 2220/- will be released two years after receipt of fourth stagnation increment or w.e.f. 1st November 2017, whichever is later.
- b) Officers in MMG Scale II who have moved to

Scale of Pay for MMG Scale III in terms of Regulation 5 (b) after reaching maximum of higher scale are presently eligible for four stagnation increments. With effect from 1st November, 2017 these officers will be eligible for five stagnation increments. First four stagnation increments of ₹ 2220/ will be released after every two completed years of service after reaching the maximum on the higher scale. The fifth stagnation increment of ₹ 2220/- will be released two years after release of fourth stagnation increment or w.e.f, 1st November, 2017, whichever is later.

- c) Officers in substantive MMG Scale III i.e. those who are recruited In or promoted to MMG Scale III are presently eligible for five stagnation increments. These officers shall

ARISE, AWAKE, STOP NOT TILL THE GOAL IS REACHED

now be eligible for total six stagnation increments, First four stagnation increments of Rs, 2220/ after every two completed years and next two increments of Rs, 2500/- each, two years after receipt of the fourth stagnation increment. The sixth stagnation increment of ₹ 2500/ will be released two years after release of fifth stagnation increment or w.e.f. 1st November 2017 whichever is later.

- d) Officers in SMG Scale IV are presently eligible for one stagnation increment of ₹ 2500/- two years after reaching maximum of scale. These officers will now be eligible for one additional stagnation increment of ₹ 2730/- after two years of receipt of first stagnation increment or w.e.f 1.11.2017, whichever is later.
- e) Provided further that the Stagnation increment/s received by the Officers from Scale I to Scale IV who are/were in service of the banks as on 1st November, 2017 as per periodicity hereinbefore would be readjusted from three year periodicity to two year periodicity from the date of reaching their maximum and officer shall be notionally eligible for stagnation increments w.e,f 1.11.2017 in terms of this Joint Note as per the revised periodicity which will qualify for superannuation benefits. However, monetary benefit on account of such revised and readjusted periodicity of stagnation increment/s shall be payable from 1st November, 2020 or the actual date of entitlement whichever is later.
- f) Officers in SMGS-V shall be eligible for one stagnation increment of ₹ 2970/- two years after reaching the maximum of scale or w,e,f, 1.11.2020, whichever is later.

3) Dearness Allowance

On and from 1.11.2017, Dearness Allowance shall be payable for every, rise or fall of four points over 6352 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100 at 0.07% of Pay.

4) House Rent Allowance (w.e.f. 01.11.2017)

I	II
i) Major "A" Class Cities and Project Area Centres in Group A	9%
ii) Other places in Area I, and Project Area Centres in Group B and State of Goa	8%
iii) Other places	7%

Provided that if an officer produces a rent receipt, the House Rent Allowance payable to him/her shall be the actual rent paid by him/her for the residential accommodation in excess over 0.50 % of Pay in the first stage of the Scale of Pay in which he/she is placed with a maximum of 150% of the House Rent allowance payable as per aforesaid rates mentioned in Column II above.

Note: The claims of officer employees for House Rent Allowance linked to the cost of their ownership accommodation shall also be restricted to 150 % Of House Rent Allowance as hitherto.

5) City Compensatory Allowance (w.e.f 1.11.2017)

Area	Rate
i) Places in Area 1 and above; and in the State of Goa	₹ 1,400/- p.m
ii) Place with population of five lakhs and over and State Capitals and Chandigarh, Puducherry and Port Blair	₹ 1,150/- p.m

6) Location Allowance (Non CCA Centres) (w.e.f. 1.11.2017)

Effective 1.11.2017 a fixed allowance of ₹ 700/— p.m. is payable to all Officers posted in areas other than the areas that are eligible for CCA. This fixed allowance shall not be reckoned for payment of DA, superannuation benefits, viz, pension including NPS, PF and Gratuity.

7) Learning Allowance

With effect from 1.11.2017, Officers shall be paid Learning Allowance of ₹ 600/- together with applicable Dearness Allowance thereon.

8) Special Allowance (w.e.f 1.11.2017)

With effect from 1.11.2017, officers shall be paid Special Allowance as under:

Scale –I-III :	16.40% of Basic Pay + applicable Dearness Allowance thereon
Scale - IV-V :	19 % of Basic Pay + applicable Dearness Allowance thereon
Scale-VI-VII :	20% of Basic Pay + applicable Dearness Allowance thereon

Note: The special allowance with applicable DA thereon shall not be reckoned for superannuation benefits, viz, pension including NPS, PF and Gratuity.

9) Pension (including State Bank of India)

a) As per extant regulations, pension payable to officers is based on the average of the emoluments drawn in the last ten months preceding the retirement of the officer in terms of Regulations 2 and 38 of the Pension Regulations. For the purpose of payment of pension, the Pay of the officer retiring on or after 1st November, 2017 will be taken on the basis of the Pay as is provided under this Settlement. However, in the case of officers who have retired from the services of the Banks, on or after 1st November, 2017 but before 31st August, 2018, since the period of preceding ten months will constitute Pay both under this Settlement as well as pertaining to Settlement dated 25th May, 2015, in such cases, the following procedure will be adopted for determining Pension payable to them.

(i) For the period of ten months falling on and from 1st November, 2017, the actual Pay drawn by the officer under this Settlement; and

(ii) For the period falling prior to 1st

November, 2017, the actual Pay drawn by the officer plus Dearness Allowance at the rate of 47.8 percent thereon will be notionally reckoned as Pay for the purpose.

With effect from 1st November 2017, the Pay as defined under Clause 6 of this Settlement and drawn by the officers who are members of the Pension Fund shall be taken into consideration for the purpose of calculation of pension as per the Pension Fund Rule/Regulations in force.

b) Option not to claim incremental commutation on revised basic pension

Officers in service of the Banks as on 1st November 2017 and who have retired thereafter but before the date of this Settlement and who had opted for commutation of pension will have an option not to claim incremental commutation on revised basic pension.

c). Dearness Relief on Pension

With effect from 1st November, 2017, in respect of officers who retired or died while in service on or after 1st November, 2017, Dearness Relief shall be payable at 0.07 % per slab on the Basic Pension or Family Pension or Invalid Pension or compassionate allowance as the case may be. Dearness Relief in the above manner shall be paid half yearly for every rise or fall of 4 points over 6352 points in the quarterly average of the All India Consumer Price Index for industrial workers in the series 1960= 100.

10. Provident Fund

a) The Officers who are presently, covered under the Bank Employees' Pension Regulations, 1995/96 shall continue to contribute 10% of the Pay towards Provident Fund and there shall be no matching contribution.

b) Officers of State Bank of India will continue to be covered by Contributory Provident Fund scheme as hitherto.

c) Officers who are presently covered under Contributory Provident Fund Scheme who did not opt for Pension Scheme available under Joint

Note dated 27th April 2010 shall continue under the Contributory Provident fund Scheme as hitherto.

11. New Pension Scheme

- a) Officers except in State Bank of India, who are governed by New Pension Scheme w.e.f 01.04.2010, will continue to contribute 10% of pay plus Dearness Allowance and the bank will make a contribution of 14% of pay plus Dearness Allowance from the date of signing of Joint Note subject to approval of the Government.
- b) Officers in State Bank of India who are governed by New Pension Scheme w.e.f. 01.08.2010 Will continue to contribute 10% of the Pay + Dearness Allowance and the bank will make a contribution 14% of Pay + Dearness Allowance from the date of signing of the Joint Note subject to approval of the Government
- c) The service charges by the Service Provider/Fund Manager of NPS will be borne by the bank from the FY 2021.

12. Medical Aid (other than State Bank of India)

On and from 1st November 2017, reimbursement of medical expenses shall be as under:

- a) Officers in JMG & MMG Scales - ₹ 10,300/- p.a
- b) Officers in SMG & TEG Scales - ₹ 12,300. p.a.

13. Recovery of House/Furniture Rent

- (i) House rent recovery shall be @ 0.50% of the first stage of the scale of pay in which the officer is placed or the standard rent for the accommodation, whichever is less.
- (ii) Furniture rent recovery shall be @ 0.10 % of the first stage of the scale of pay in which the officer is placed.

14) Fixed Personal Pay (w.e.f. 01.11.2017)

Fixed Personal Pay together with House Rent Allowance shall be at the following rates and shall remain frozen for the entire period of service.

Increment Component ₹	DA as on 01.11.2017 ₹	Total F.P..P. payable where bank's accommodation is provided (₹)
(A)	(B)	(C)
1990	53	2043
2220	59	2279
2500	66	2566
2730	73	2803
2970	79	3049
3220	86	3306

Note:

- (i) F.P.P. as indicated in "C" above shall be payable to those officer employees who are provided with bank's accommodation,
- (ii) F.P.P for officers eligible for House Rent Allowance shall be "A" + B" plus House Rent Allowance payable on the last increment of the relevant scale of pay.

(iii) The increment component of F.P.P. shall rank for superannuation benefits.

(iv) Only officers who were in the service of the bank on or before 1.11.93 will be eligible for F.P.P one year after reaching the maximum scale of pay they are placed.

15. Professional Qualification Pay (PQP) (w.e.f. 1.11.2017)

- (A) (i) Officers shall be eligible for professional qualification pay as under:

Those who have passed only CAIIB - Part I / JAIB ₹ 1020/- p.m. one year after reaching top of the scale.

- (ii) Those who have passed both parts of CAIIB -

a. ₹ 1020/-p.m. one year after reaching top of the scale.

b. ₹ 2550/.. p.m. two years after reaching top of the scale.

(B) An Officer employee acquiring JAIB/CAIIB (either or both parts) qualifications after reaching the maximum of the scale of pay, shall be granted from

the date of acquiring such qualification the first Installment of PQP and the release of subsequent installments of PQP shall be with reference to the date of release of first installment of PQP.

16. Other Allowances

(i) Deputation Allowance w.e.f. 1.11.2020)

Deputation Allowance shall be at the following rates

An officer deputed to serve outside the bank	7.75% of pay with a maximum of ₹ 6000/-
An officer deputed to an organization at the same place or to the training establishment of the bank	4% of pay with a maximum of ₹ 3000/-

(ii) Hill and Fuel Allowance (w.e.f. 1.11.2017)

Place	Rate
a) Places with an altitude of 1000 meters and above but less than 1500 metres and Mercara Town	2% of pay subject to a maximum of ₹ 1125/- p.m
b) Places with an altitude of 1500 metres and above but less than 3000 metres	2.5% of pay subject to a maximum of ₹.1500/-p.m
c) Places with an altitude of 3000 metres and above	5% of pay subject to a maximum of ₹.3000/- p.m.

(iii) Halting Allowance (w.e.f 1.11.2020)

Grade/ Scales of Officers	Metro (₹)	Major 'A' Class cities (₹)	Area I (₹)	Other Places (₹)
Officers in Scale VI & above	2700	1950	1650	1425
Officers in Scale IV .& V above	2250	1950	1650	1425
Officers in Scale I/II/III	1950	1650	1425	1200

(iv) Special Area Allowance (w.e.f 1.11.2017)

At places where special area allowance is payable in terms of Regulation 23(ii) of Officers' Service Regulations, 1979/1982, the said allowance shall be payable at rates as in Annexure V.

(v) Definition of Family:

Clause 14 (vii) of Joint Note dated 25.05.2015 is modified as under :

For the purpose of medical facilities and for the purpose of leave fare concession, the expression 'family' of an employee shall mean –

a) the employee's spouse, wholly dependent unmarried children (including step children and legally adopted children) wholly dependent physically and mentally challenged brother/ sister with 40% or more disability, widowed daughters and dependent divorced/ separated daughters, sisters including unmarried/ divorced/ abandoned or separated from husband/ widowed sisters as also parents wholly dependent on the employee.

b) The term wholly dependent family member shall mean such member of the family having a monthly income not exceeding ₹12,000/- p.m. If the income of one of the parents exceeds ₹12,000/ p.m. or the aggregate income of both the parents exceeds ₹ 12,000/- p.m, both the parents shall not be considered as wholly dependent on the officer employee.

c) A married female employee may include her natural parents or parents-in-law under the definition of family, but not both, provided that the parents./ parents-in-law are wholly dependent on her.

Note: For the purpose of medical expenses reimbursement scheme, for all employees, .i.e. male/ female any two of the dependent parents / parents-in-law shall be covered. The officer employee will have the choice to substitute either of the dependents or both.

Physically challenged children of employees to be defined as dependents irrespective of age or marital status, subject to Income criteria.

17. Project Area Allowance

On and from 01.11.2017. Project Area Compensatory Allowance shall be payable at the following rates:

Project Areas falling in Group A - ₹ 600/- p.m.
Project Areas falling in Group B - ₹ 525/- p.m.

18. Mid Academic Year Transfer Allowance (w.e.f 01.11.2020)

On and from 01.11.2020, Mid Academic Year Transfer Allowance shall be payable at ₹ 1650/- p.m. subject to other conditions.

19. Split Duty Allowance

On. and from 01.11,2017, Split Duty Allowance shall be payable at ₹ 300/- p.m.

20. Compensation on Transfer (w.e.f 01.11.2020)

An officer on transfer will be eligible to draw a lumpsum amount as indicated below for expenses connected with packaging, local transportation, insuring the baggage etc.

Grade/Scale of Officer	(₹)
Officers in Scale IV and above-	30,000
Officers in Scale I, II and III -	25,000

21. Privilege Leave (as per Annexure VI)

22. Maternity Leave (as per Annexure VI)

23. Date of Effect

For payment of arrears, the benefits under various provisions as above shall be from 1st November 2017, unless otherwise specified against the relevant provisions.

Annexure-V

NEW INTRODUCTION

1. Annual encashment of Privilege Leave:

From the calendar year 2020, Privilege Leave encashment shall be permitted at the rate of 5 days for each calendar year at the time of any festival of the employee's choice. Employees who have completed 55 years of age as on 01.01.2020 and above shall be entitled to encash at the rate 7 days for each calendar year, till retirement as a one-time measure.

2. Performance Linked Incentive Scheme:

The wages settled during wage revision at industry level are paid by all Banks uniformly, irrespective of the size of the Banks and their financial strength. In today's challenging environment, where there is stiff competition among Banks, a genuine need is felt to allow Banks to pay their employees something extra by way of encouragement as per the profitability and financial soundness of the respective Banks. In order to inculcate a sense of competition and also to reward the performance, the concept of Productivity Linked Pay was discussed and after discussions between the parties, it is agreed to introduce Performance Linked Incentive Scheme in Public Sector Banks which will be based on Operating Profit/Net Profit of the individual bank (optional for private and foreign banks). The PLI

shall be payable to all employees annually over and above the normal salary payable. The PLI matrix shall decide the amount payable to the employees (in number of days of pay = Basic + DA) depending on the annual performance of the Bank. All the employees shall get the minimum number of days of pay as incentive depending on where in the matrix the Bank's performance fits in, broadly as per Matrix as under:

Sr.No.	YoY Growth in Operating Profit	No. of days for which Salary (Basic + DA) shall be paid
1	< 5%	Nil
2	5% to 10%	5 days
3	> 10% to 15%	10 days*
4	> 15%	15 days*

* 3rd and 4th slabs are payable only if the Bank has Net Profit. If a Bank has growth in Operating Profit of 5% & more, but there is no Net Profit, then minimum 2nd slab of 5 days will be payable.

(The PLI Will be applicable from FY-2020-21)

3. Family Pension

Subject to approval by the Government, It is agreed that family pension shall be payable at the uniform rate of 30 percent of the Pay of the deceased employee and that there shall be no ceiling on family pension. It is agreed that these provisions, when approved by the Government shall apply to SBI also.

LET US BUILD A STRONG AND SELF RELIANT INDIA

LEAVE RULES

1. Privilege Leave

Privilege Leave other than for the purpose of availing the Leave Fare Concession should be applied not less than 10 days before the proposed date of commencement of such leave.

Privilege Leave taken on sick grounds when there is no credit in the sick leave account of the employee, will not be counted as an occasion of availing Privilege leave.

Privilege Leave accruing to an employee shall be allowed to be accumulated beyond 240 days up to a maximum of 270 days. However, encashment of privilege leave shall be restricted up to a maximum of 240 days.

2. Unavailed Casual Leave

i) Casual leave not availed of in the year 2017 or in any subsequent years shall lapse in the following five years.

ii) On and from 01.11.2020, although the availment of unavailed casual leave (UCL) by the Officers in the following years shall continue to be permitted only on medical grounds, production of medical certificate need not, henceforth, be insisted upon in case the period of such unavailed casual leave at a stretch not exceeding four days.

3. Maternity Leave

Clause 30 of Bipartite Settlement dated 27 April .2010 shall be substituted by the following:

(a) Maternity leave which shall be on substantive pay, shall be granted to a female employee generally for a period not exceeding 6 months on any one occasion and 12 months during the entire period of her service.

Note: (i) in case of delivery of twins, the period of Maternity Leave shall be 8 months.

(ii) Maternity Leave may be availed combining with any other kind of leave except casual leave.

(b) In case of miscarriage /MTP/ abortion, maternity leave may be granted as a rule upto 6 weeks, on the basis of medical certificate/advice of a competent medical practitioner, i.e. a qualified gynecologist. In special/exceptional cases involving medical complications, associated with miscarriage/MTP/ abortion, maternity leave may be granted beyond 6 weeks if advised by a competent medical practitioner (qualified gynecologist) but upto 6 months only on any one occasion, within the overall limit of 12 months during the entire period of service.

(c) Within the overall period of 12 months, leave may also be granted in case of hysterectomy upto a maximum of 60 days.

Note: In the case of employees who have availed and exhausted Maternity Leave of 12 months, leave of 15 days shall be sanctioned over and above the same, subject to production of Medical Certificate.

(d) Leave may also be granted once during service to a childless female employee for legally adopting a child who is below one year of age, for a maximum period of nine months, subject to the following terms and conditions

i) Leave will be granted for adoption of only one child.

ii) The adoption of a child should be through a proper legal process and the employee should produce the adoption-deed to the Bank for sanctioning such leave.

iii) The permanent part-time employees are also eligible for grant of leave for adoption of a child,

iv) The leave shall, also be available to biological mother in cases where the child is born through surrogacy.

v) The leave shall be availed within overall entitlement of 12 months during the entire period of service.

(e) Within the overall period of 12 months, leave may also be granted in case of hospitalisation on account of the following gynecological ailments/treatments upto a maximum of 30 days.

i) AUB (Abnormal uterine bleeding)

- ii) Ovarian Tumor
- iii) Tubectomy/Tubectomy reversal
- iv) Post Partum Depression (PPD)
- v) Post-Partum Hemorrhage (PPH)
- vi) Acute Pelvic Inflammatory Disease (Acute PID)
- vii) Dysfunction Uterine Bleeding; Dysfunction (DUB)

4. Paternity Leave

With effect from the 1st June 2015, male employees with upto two surviving children shall be eligible for 15 days Paternity Leave during his wife's confinement. This leave may be combined with any other kind of leave except Casual Leave. The leave may be availed upto 15 days before or upto 6 months from the date of delivery of the child.

Note: Paternity Leave as above shall be allowed to employees with upto two surviving children for legally adopting a child who is below one year of age.

5. Sick Leave

a) An officer employee upon completion of 30 years of service, shall be eligible for ,further additional sick leave of 3 months at the rate of one month for each year of service in excess of 30 years, subject to a maximum of 720 days in entire service.

b) Women officer employees can avail sick leave for the sickness of their children of 8 years and below subject to production of medical certificate.

6. Special Casual Leave

a) With effect from the 1/11/2020, Special Casual Leave may be granted to an employee on occasions when the branch where the employee is working or the place where the employee is residing is affected by curfew, riots, prohibitory orders, natural calamities. Floods, etc.

b) With effect from 01/11/2020, 4 days Special Casual leave shall be granted to all physically/Orthopedically handicapped employees each year.

7. Extraordinary Leave

In partial modification of Clause 13.34 of Settlement dated 19th October 1966, (in case of State Bank of India, Clause 7.34 of Agreement dated 31st March 1967) and Clause 36 of Settlement dated 25th May, 2015, in exceptional circumstances, Extraordinary Leave may be sanctioned (without wages) not exceeding 3 months on any one occasion (upto 4 months in extreme 'medical circumstances). and upto a maximum of 24 months during the entire period of an employees' service.

Note: The employees will not be losing any seniority an account of availing extraordinary leave on Medical grounds..■

FIMM NETWORK CREATION OF BILATERAL FORUM OUR SUGGESTIONS

Text of our letter No.6180/63/20, Dated: 07.11.2020, Addressed to The Deputy General Manager (IR) State Bank of India, Corporate Centre, Madame Cama Road, Mumbai - 400021.

We acknowledge receipt of your mail dated 23/10/2020 wherein you have sought our suggestions on formulation of New Transfer Policy and creation of bilateral forums. In this context, we append our considered views on organisation structure and bilateral forums.

1. Network Level

We propose to create 02 new posts at Circle Level

for the FIMM network – DGS (FIMM) and AGS (FIMM) {or any other suitable nomenclature}. They will be representing all the officers of the FIMM Network and will be co-coordinating/ making liaison with the General Manager (Network), 03 DGMs (Operations, FI & Sales) of FIMM Network, Chief Manager (HR) and functioning at LHO, to redress of the issues/problems of the Branches/ DSHs of FIMM RBOs.

Post dismantling of modular structure and formation of new vertical i.e. FIMM network, all the major HR related issues and other grievances would be escalated and addressed at at LHO level. In most of the cases, the issues shall be addressed by DGM

NEVER BEND BEFORE THE INSOLENT MIGHT

(Ops) of FIMM network and in some cases General Manager (Network) and therefore creation of these 02 new posts at Circle Level will facilitate the solution of most of the operational issues including HR related issues.

2. RBO level

Since the operational area of Regional Office (Deemed Zonal Office) is very large even covering two and more districts we propose to create Regional Committees at each RBO of FIMM network and headed by Regional Secretary and Regional President {or any other suitable nomenclature}. This Regional committee will be co-coordinating/making liaison with the Regional Manager / CMs of DSH/RACCs/Branches and will be taking up any issue/problem of the officers of the region for meaningful and logical redressal.

BILATERAL FORUM FOR DISCUSSION WITH THE REGIONAL/NETWORK FUNCTIONARIES

As already discussed, in FIMM Network, modular structure has been dispensed with and the Network comprises of RBOs having 80-90 branches under its control, spread over an average radius of 90-100 kms. The RBOs are virtually deemed Zonal Offices and is comparable to erstwhile Modules. We, therefore, propose for introduction of two negotiating committee meetings-

- (i) **Regional Negotiating Committee (RNC)**
Regional Negotiating Council meeting will be a bilateral forum to discuss issues/problems of the officers posted under the respective Regional Business Office of RBO of FI & MM Network. The proposed RNC meetings will be represented by RM & CMs and Manager (HR) from FIMM RBO, CMs of all DSH and RACCs under the RBO and chaired by DGM (Ops) of the network from the management side. The Association side will be represented by the Executive Committee members of the Regional Committee, The Regional President, The Regional Secretary and the Unit Secretaries under each DSH. The DGS (FIMM) and AGS (FIMM) will also attend the RNC meeting as representative/observer from Circle Association. The

periodicity of the meeting should be Quarterly; one meeting in each calendar quarter.

- a. **Network Negotiating Committee (NNC)**
NNC meetings will also be held on quarterly basis to discuss issues/problems of the officers of the FIMM network. The proposed NNC meetings will be chaired by the Network GM and represented by DGM (Ops, FI & Sales), AGM (BOPM) and CM (HR) of the network and all Regional Managers of the FIMM network from the management side. The Association side will be represented by the DGS (FIMM), AGS (FIMM) and the Regional Secretaries & Regional Presidents on behalf of each RBO. The Circle President and General Secretary will also be attending the meeting as permanent invitee from the Circle Association. The periodicity of the meeting should be quarterly; one in each calendar quarter.

The Regional Secretary /Network Dy. General Secretary will be submitting agenda items for discussion well in advance to the Manager (HR) of Regional Business Office / Chief Manager (HR) of Network. While the RNC will be chaired by concerned Regional Manager, the NNC will be chaired by DGM (Ops). The DGM (FI) and the General Manager of FIMM Network may participate in RNC/NNC meeting as invitee to share their concern if any.

IMMUNITY OF THE OFFICE BEARERS OF THE REGION/CIRCLE

We are currently having Immunity for 06 members of the Central committee at Circle level (The Circle President, General Secretary and 04 other members of the committee nominated by the President & GS). Similarly, in erstwhile modules, we are having immunity for the Zonal Presidents and Zonal Secretaries (AGS) or any other nomenclature.

In addition to above, post creation of the FIMM Network, we propose for additional 2(two) immunity of DGS (FIMM) & AGS (FIMM) at Circle level and all Regional Presidents and Regional Secretaries at RBO centres for smooth functioning of the FIMM Vertical. ■

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DEARNESS ALLOWANCE

The Index Numbers for the quarter ended September 2020 are as under:

Month	Index as per 2001 series	Index as per 2001 series	Index as per 1960 series
July 2020	336	4.63 X 4.93	7669.50
Aug 2020	338	4.63 X 4.93	7715.15
	Index as per 2016 series	Index as per 2016 series	
Sept 2020	118	4.63 X 4.93 X 2.88	7757.15
	Total		23141.80
	Average	23141.80/3	7713.93
	Rounded off		7714
	Difference in excess of 4440 points		3274
	Number of slabs		818
	D.A. paid for the previous quarter on slabs		775
	Difference		43

Accordingly, Dearness Allowance is payable to Officers on 818 (i.e. 775+43) slabs with effect from 01-11-2020 as against 775 slabs for the previous quarter. The rates worked out are as per the industry level scales up to Scale VII including SBI. ■

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